

Def. Exhibit 1

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-369378	Date Filed 7/16/2025

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Republic Allied Waste Services	b. Tel. No.
	c. Cell No.
	d. Fax. No.
d. Address (Street, city, state, and ZIP code) 320 A Charger Street Revere, MA 02151	e. Employer Representative Kurt Lavery
	g. e-mail klavery@republicservices.com
i. Type of Establishment (factory, mine, wholesaler, etc.) Water Disposal Company	j. Identify principal product or service
	h. Number of workers employed

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about April 29, 2025, Republic Services has engaged in surface bargaining during twelve bargaining sessions with no genuine intent to reach an agreement with Teamsters Local Union No. 25 all in violation of Section 8(a)(5) of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local Union No. 25	
4a. Address (Street and number, city, state, and ZIP code) 544 Main Street Charlestown, MA 02109	4b. Tel. No. 617-241-8825
	4c. Cell No.
	4d. Fax No.
	4e. e-mail mdepina@teamsterslocal25.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael A. Feinberg	Tel. No. 617-338-1976
	Office, if any, Cell No.
	Fax No. 617-338-7070
	e-mail maf@fdb-law.com
(signature of representative or person making charge)	(Print/type name and title or office, if any)
Address 177 Milk Street, Suite 300, Boston, MA 02109	Date July 16, 2025

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.